

CHAPTER NO. 161

SENATE BILL NO. 1856

By Cohen, Kyle

Substituted for: House Bill No. 1842

By Chumney

AN ACT To amend Tennessee Code Annotated, Title 50, Chapter 1, Part 3 relative to breast feeding in the workplace.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Title 50, Chapter 1, Part 3, is amended by adding the following as a new, appropriately designated section:

Section 50-1-3___. (a) An employer shall provide reasonable unpaid break time each day to an employee who needs to express breast milk for her infant child. The break time shall, if possible, run concurrently with any break time already provided to the employee. An employer shall not be required to provide break time under this section if to do so would unduly disrupt the operations of the employer.

(b) The employer shall make reasonable efforts to provide a room or other location in close proximity to the work area, other than a toilet stall, where the employee can express her breast milk in privacy. The employer shall be held harmless if reasonable effort has been made to comply with this subsection.

(c) For the purposes of this section, "employer" means a person or entity that employs one (1) or more employees and includes the state and its political subdivisions.

SECTION 2. This act shall take effect upon becoming a law, the public welfare requiring it.

PASSED: May 3, 1999


JOHN S. WILDER
SPEAKER OF THE SENATE


JIMMY NAIFEH, SPEAKER
HOUSE OF REPRESENTATIVES

APPROVED this 14th day of May 1999


DON CONQUIST, GOVERNOR